

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Preliminary Thoughts by the D/OC on Evaluation Criteria

FROM:

EXTENSION

NO.

DATE

C/PMCD

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

DC/PMCD

5/4/84



2.

3.

C/C&amp;CP



4.

*Lois file - O'Barling*

5.

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15.

Jim,

On 2 May I talked further with the D/OC regarding the proposed banding experiment in the office. He indicated to me that he had briefed 50+ managers and supervisors on the concept; and that among his preliminary thoughts were the following aspects of performance/service for incorporation into criteria for determining advancement under the banding system:

--PAR ratings; assignability; mobility, both foreign and domestic; availability for TDY; degree of attainment of full performance level; years of service abroad; value to the organization; self-sufficiency; team player; training received beyond basic OC school; and security awareness.



4 MAY 1980

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NOTE FOR: Chief, Classification and Compensation Policy Branch

STAT

FROM:

[Redacted]  
Chief, Position Management  
and Compensation DivisionSUBJECT: Requested Modifications of Grade Bands by the  
Director of Communications

Jim:

1. I have continued to have discussions with Bill Donnelly regarding his proposal to modify the scope of the grade bands. My most recent contact with him involved his request to establish a GS 9-12 band and a GS 13-15 band. Although I offered him the alternative of setting up a separate GS 11-12 band to accommodate his ADP specialists, he apparently prefers the GS 9-12 arrangement. I reiterated our concerns about the creation of bands which incorporate <sup>too many</sup> ~~distinct~~ levels of responsibility and the impact of doing so on the experiment and its relevance to other occupations. We finished our conversation without resolving the issue. I told him I would bring his desires to Bob Magee's attention, but before I could get to Mr. Magee, Mr. Donnelly called him to plead his case. Bob Magee will be meeting with [Redacted] this Friday and ~~we~~ will ask Darb for more details about why OC wants this arrangement. In the meantime, Barbara and I have argued our side of the issue, but where we will come out on this remains to be decided. I am hopeful that Bob understands that the perceived inequities on OC's part with respect to pay and benefits cannot be addressed solely through a pay system like banding.

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[Redacted]

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